



Defense Leadership and Management Program (DLAMP)

Briefing for MECC

November 2004

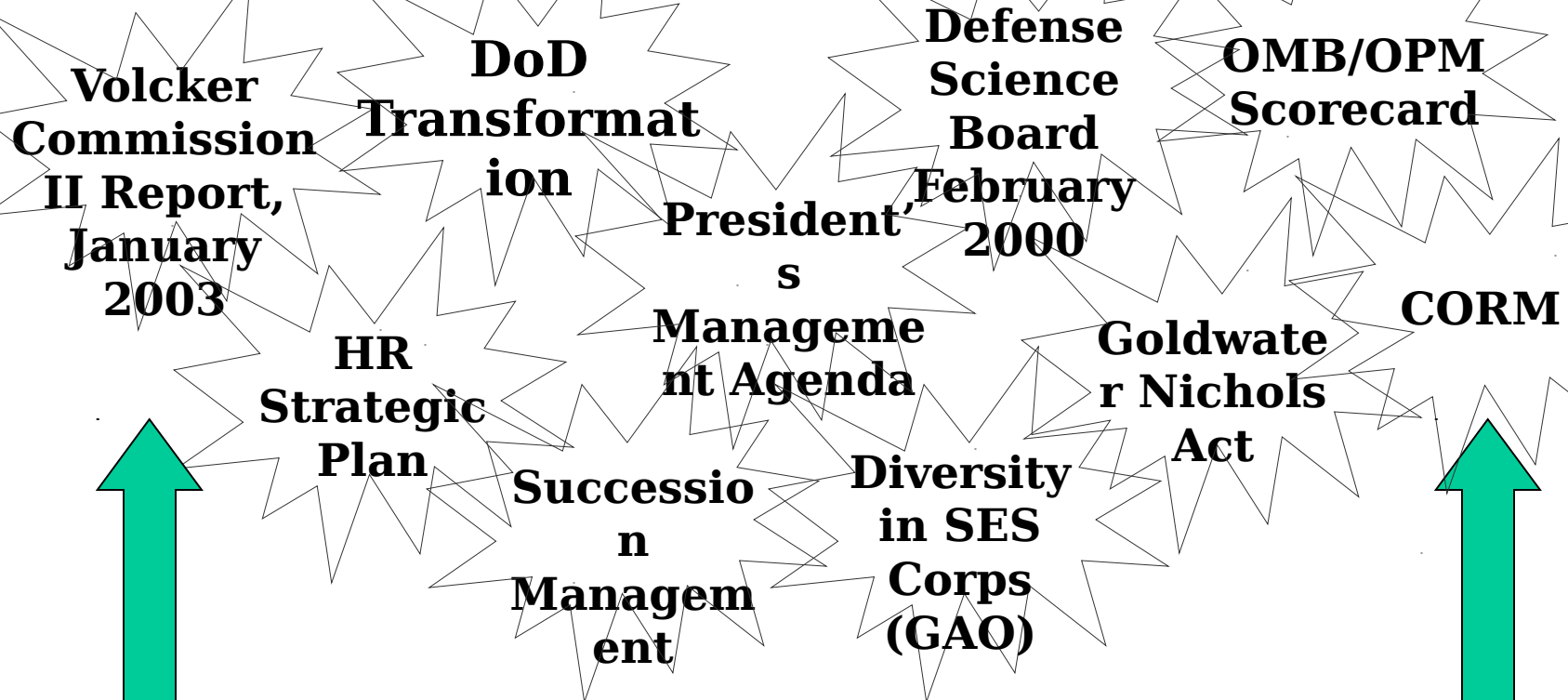


Purpose of Briefing

- ♦ **Provide an update on the goals, objectives, and status of DLAMP**
- ♦ **Engage MECC to resolve the issue of DLAMP PME requirements and seat allocations**



Meeting the Challenge



DLAMP... Develops highly capable senior civilian executives with a joint perspective on managing the Department's workforce and programs



DLAMP - Goals and Objectives

Highly capable senior civilian executives with:

- ♦ **DoD-wide perspective**
- ♦ **Substantive knowledge of national security mission**
- ♦ **Shared understanding, trust, and sense of mission with military leaders**
- ♦ **Strong leadership and**



DLAMP - Background

- ♦ **May 1995 - Commission on Roles and Missions (CORM) of the Armed Forces recommended changes to DoD civilian personnel management:**
 - **Structured educational system**
 - **Attendance at senior service school**
 - **Increased breadth and depth of experience**
- ♦ **April 1997 - DLAMP established**
- ♦ **February 2000 - Defense Science Board Task Force on Human Resources Strategy confirmed CORM recommendations and called for expansion of DLAMP**
- ♦ **December 2001 - DLAMP refocused to more mission-oriented, streamlined, cost-effective program**
- ♦ **October 2004 - Refocused program fully implemented**



Developmental Framework (Refocused)

♦ Program requirements:

- A master's degree from an accredited institution**
- Graduate courses in business management and public policy areas ("round-out")**
- Foundation courses in national security studies and leadership**
- Professional Military Education (senior level)**

♦ Other elements:

- Mentors - encouraged**
- Rotational assignments - encouraged; not funded**



DLAMP

Participants

- ♦ **Current participants: 1,658 admitted; 1,165 active**
- ♦ **Future participants:**
 - ♦ **Planned intake of up to 350 new participants annually**
 - ♦ **Limited to permanent DoD employees at GS-13/14/15**
 - ♦ **Nominated by Components; ratified by Council**
 - ♦ **Assessed on knowledge of DoD mission and Office of Personnel Management Executive Core Qualifications for Senior Executives**
 - **Leading Change**
 - **Leading People**
 - **Results Driven**
 - **Business Acumen**
 - **Building Coalitions/Communication**



Program Status

- ♦ **Completed transition to refocused program - October 2004**
 - ♦ **Established Doc Cooke Fellowships**
 - ♦ **Restructured National Security foundation course**
 - ♦ **Restructured Leadership courses**
 - **Leadership I - Executive Development Seminar, Office of Personnel Management, Management Development Centers**
 - **Leadership II - Executive Leadership in a Changing Environment, Brookings Institution**
- ♦ **Sustained PME authorizations, with incremental increase in non-resident participation**
- ♦ **Recognized 123 participants selected for SES positions**
- ♦ **Preparing to recognize over 100 participants who have completed all program requirements (approximately 200 per year)**



Program Status (2)

- ♦ **Soliciting 350 new participants for Class of 2005**
- ♦ **Issuing updated Directive, policies, procedures**
- ♦ **Revising comprehensive program evaluation strategy**
- ♦ **Reinvigorating DoD-wide marketing efforts**
- ♦ **Continuing efforts toward SES Candidate Development Program certification**



Allocation of PME Seats

Issue for MECC:

**How should DoD meet
requirements for DLAMP
participants to complete senior-
level PME?**



Allocation of PME Seats

(2)

Background:

- ♦ **PBD 081C, Dec. 1996 established DLAMP requirement for 200 resident seats**
- ♦ **PBD 081C also provided funding directly to Components to support annual increase in seat allocation to reach 200**
- ♦ **Allocations reached 92 in AY 2000-2001 and have held steady**



Allocation of PME Seats

~~(3)~~

Challenges:

- ♦ **Ability to fill all seats**
 - ♦ **Recovering from temporary bubble in pipeline - no program intake while in transition to refocused program**
 - ♦ **Enforcing new policies that require PME attendance within reasonable period after admission to DLAMP**
- ♦ **Student preparation for PME**
 - ♦ **All participants will fulfill the prerequisite for foundation course in national security policy and decision making**
 - ♦ **DLAMP will continue to work closely with registrars to screen and select individuals for PME**



Summary

Bottom line:

- ♦ **DLAMP is a key component of the DoD Senior Executive Service succession planning strategy**
- ♦ **DLAMP PME requirement remains at 200 resident seats per year to align the program with DoD succession planning requirements**
- ♦ **MECC action is needed to provide sufficient opportunities for senior civilian leaders to complete PME**

Back Up Slide



Success Stories

- ♦ **864 - DLAMP participants successfully completed senior-level PME**
- ♦ **93 - DLAMP participants attending PME this academic year**
- ♦ **30 - DLAMP participants recognized as PME Honor Graduates (1998-2001)**
- ♦ **6 - DLAMP participants selected for rotational assignments on PME faculty (1998-2000)**
- ♦ **Numerous - DLAMP participants presented awards for PME performance (writing awards, published papers, research awards, "Best in Seminar," "top student in final oral exam," etc.)**